

103<sup>D</sup> CONGRESS  
2<sup>D</sup> SESSION

# H. R. 4461

To provide grants to partnerships to encourage workforce diversity in order to improve the working conditions of all individuals in the United States and to help organizations compete more effectively both domestically and internationally, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

MAY 19, 1994

Mr. OWENS (for himself, Mr. WILLIAMS, and Mr. MARTINEZ) introduced the following bill; which was referred to the Committee on Education and Labor

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## A BILL

To provide grants to partnerships to encourage workforce diversity in order to improve the working conditions of all individuals in the United States and to help organizations compete more effectively both domestically and internationally, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Workforce Diversity  
5       Partnership Act of 1994”.

6       **SEC. 2. FINDINGS AND PURPOSE.**

7       (a) FINDINGS.—The Congress finds that—

1           (1) the workplace in the United States is be-  
2           coming the most diverse workplace in the world at  
3           a time of growing economic dissatisfaction and in-  
4           tense global competition;

5           (2) people of color, caucasian women, and im-  
6           migrants will account for 85 percent of the net  
7           growth in our Nation's labor force during the 1990s;

8           (3) the expectations, characteristics, demands,  
9           beliefs, work values, motivating factors, and edu-  
10          cational backgrounds of individuals in the workforce  
11          are becoming increasingly diverse;

12          (4) employees, managers, administrators, and  
13          government officials are inadequately prepared to  
14          deal effectively with increased diversity in the  
15          workforce;

16          (5) increased domestic and international com-  
17          petition requires that business, industry, and govern-  
18          ment leaders effectively motivate and manage this  
19          diverse workforce;

20          (6) as more parents join the workforce, it has  
21          become increasingly difficult for employees to bal-  
22          ance the demands of the workplace with the needs  
23          of families; and

24          (7) by understanding and valuing diversity  
25          which respects differences, employers emphasize cre-

1 activity, self initiative, leadership, innovation, and  
2 team-work, and thereby improve the working condi-  
3 tions of all individuals in the United States and the  
4 chances for economic success.

5 (b) PURPOSE.—It is the purpose of this Act to estab-  
6 lish a grant program within the Department of Labor to—

7 (1) study and address issues relating to  
8 workforce and cultural diversity and their impact on  
9 economic competitiveness, employment opportunities,  
10 advancement and retention; and

11 (2) develop collaborative public and private sec-  
12 tor education and training materials that address  
13 the issues of workforce and cultural diversity.

14 **SEC. 3. ESTABLISHMENT OF WORKFORCE DIVERSITY**  
15 **GRANT PROGRAM.**

16 (a) AUTHORIZATION.—The Secretary of Labor (here-  
17 after in this Act referred to as the “Secretary”) is author-  
18 ized to provide grants to eligible entities described in sub-  
19 section (b) for the purposes of—

20 (1) targeting and developing issues relating to  
21 workforce and cultural diversity;

22 (2) developing public and private sector edu-  
23 cation and training materials that focus on the is-  
24 sues of workforce and cultural diversity;

1           (3) fostering research, scholarship, innovative  
2 curriculum development, development of teaching  
3 materials, and other practicable supportive academic  
4 activities relating to workforce and cultural diversity;

5           (4) assisting in the dissemination and transfer  
6 of such materials for use in private sector training  
7 efforts; and

8           (5) developing and establishing cooperative  
9 higher education-business training programs to as-  
10 sist public and private industry leaders and workers  
11 in addressing the issues of workforce and cultural  
12 diversity.

13       (b) ELIGIBLE ENTITIES.—

14           (1) IN GENERAL.—An institution of higher edu-  
15 cation in partnership with 1 or more of the organi-  
16 zations described in paragraph (2) shall be eligible  
17 to receive a grant under subsection (a).

18           (2) ORGANIZATIONS.—An organization de-  
19 scribed in this paragraph is—

20               (A) a corporation, business, or partnership,  
21 whether, for profit or nonprofit;

22               (B) a labor organization; or

23               (C) an organization that has a dem-  
24 onstrated interest or expertise in workforce di-  
25 versity issues.

1           (3) INSTITUTION OF HIGHER EDUCATION DE-  
2       FINED.—For purposes of this subsection, the term  
3       “institution of higher education” has the meaning  
4       given such term by section 1201(a) of the Higher  
5       Education Act of 1965 (20 U.S.C. 1141(a)).

6       (c) PERIOD OF GRANT.—The provision of payments  
7       under a grant under subsection (a) shall not exceed 3 fis-  
8       cal years and shall be subject to the annual approval of  
9       the Secretary and subject to the availability of appropria-  
10      tions for the fiscal year involved to make the payments.

11   **SEC. 4. APPLICATION.**

12       (a) IN GENERAL.—The Secretary may not provide a  
13      grant under section 3 to an eligible entity unless the entity  
14      submits to the Secretary an application in such form and  
15      containing such information as the Secretary may reason-  
16      ably require.

17       (b) FACULTY PARTICIPATION.—The Secretary shall  
18      encourage eligible entities desiring to receive a grant  
19      under section 3 to submit applications that are written  
20      by teams of faculty from multiple disciplines, student and  
21      academic affairs professionals, or student organizations  
22      concerned with multicultural education, or any combina-  
23      tion thereof.

1 **SEC. 5. USE OF AMOUNTS.**

2 The Secretary may not provide a grant under section  
3 3 to an eligible entity unless the entity agrees that it will  
4 use all amounts received from such grant to establish and  
5 carry out a program in accordance with 1 or more of the  
6 following guidelines:

7 (1) The development of instructional material  
8 concerning efforts designed to address cultural and  
9 workforce diversity issues within the workplace set-  
10 ting.

11 (2) The development of public and private sec-  
12 tor education and training materials that will ad-  
13 dress the issues of workforce and cultural diversity.

14 (3) The development of new approaches to  
15 workforce diversity issues and scholarship efforts to  
16 be integrated within the curriculum of business  
17 schools, ethnic and women's studies, engineering  
18 schools, social science disciplines, humanities and the  
19 arts and sciences. In using grant funds under this  
20 paragraph, a grantee may employ approaches to be  
21 carried out in conjunction with corporate education  
22 and training programs.

23 (4) The conduct of research concerning  
24 multicultural workplace interactions and team man-  
25 agement and business in multicultural and multi-lin-  
26 gual marketplace settings.

1           (5) The implementation of faculty development  
2           programs that focus on research, appropriate learn-  
3           ing environments, and pedagogical approaches to  
4           teaching multicultural management and work diver-  
5           sity issues.

6           (6) The development and dissemination of in-  
7           formation concerning models for summer precollege  
8           business internship programs that aid in integrating  
9           the workplace and in giving students a better under-  
10          standing of the private sector and of workforce di-  
11          versity issues.

12          (7) The conduct of forums, workshops, and con-  
13          ferences in which representatives from academic,  
14          corporate, government, or other institutions with a  
15          demonstrated interest or expertise in workforce di-  
16          versity will focus on issues, attitudes, and strategies  
17          that sensitize managers, employees, faculty, cor-  
18          porate, government, and other leaders and workers  
19          to workplace diversity issues.

20          (8) Any other activities that the Secretary de-  
21          termines to be appropriate to meet the purposes of  
22          this Act.

1 **SEC. 6. SELECTION.**

2 (a) **CRITERIA FOR SELECTION.**—In determining  
3 whether to provide a grant under section 3, the Secretary  
4 shall take into account—

5 (1) the extent to which the eligible entity dem-  
6 onstrates the potential to achieve 1 or more of the  
7 guidelines described in section 5;

8 (2) the level of participation and financial com-  
9 mitment of the eligible entity;

10 (3) the likelihood that the program to be estab-  
11 lished under section 5 by the eligible entity will fos-  
12 ter the creation of increased workforce and cultural  
13 diversity awareness programs in other institutional  
14 environments;

15 (4) the likelihood that the program will result  
16 in the development and dissemination of national or  
17 regional best practices;

18 (5) the extent to which the program will impact  
19 on the international competitiveness of the United  
20 States economy; and

21 (6) such other criteria as the Secretary may  
22 prescribe.

23 (b) **PRIORITY.**—In providing grants under section 3,  
24 the Secretary shall give priority to those eligible entities  
25 that demonstrate the availability of sufficient amounts of



1 non-Federal contributions or resources from non-govern-  
2 mental entities.

3 **SEC. 7. PEER REVIEW.**

4       The Secretary shall establish peer review panels to  
5 review the merits of applications submitted under section  
6 4. In establishing such panels, the Secretary shall seek the  
7 widest participation of qualified individuals from eligible  
8 entities. Each peer review panel shall report the findings  
9 and recommendations of the panel to the Secretary with  
10 respect to applications submitted under section 4.

11 **SEC. 8. FEDERAL AND NON-FEDERAL SHARE.**

12       (a) FEDERAL SHARE.—

13           (1) IN GENERAL.—Except as provided in para-  
14 graph (2), the Federal share under a grant provided  
15 under section 3 may not exceed 50 percent of the  
16 total cost of the program established and carried out  
17 under section 5 for any fiscal year.

18           (2) EXCEPTION.—If the Secretary, after con-  
19 sultation with the peer review panel, determines that  
20 to do so will further the purposes of this Act, the  
21 Secretary may increase the amount of the Federal  
22 share with respect to the program.

23       (b) NON-FEDERAL SHARE.—The non-Federal share  
24 shall be provided from non-Federal sources and may be  
25 in cash or in-kind, fairly evaluated.

1 **SEC. 9. REPORTS.**

2 (a) REPORTS TO THE SECRETARY.—The Secretary  
3 may not provide a grant under section 3 to an eligible  
4 entity unless the entity agrees that it will prepare and sub-  
5 mit an annual report to the Secretary which shall in-  
6 clude—

7 (1) a summary of the progress of the activities  
8 established and carried out under the grant to  
9 achieve the purposes of this Act;

10 (2) a summary of the expenditures involved in  
11 establishing and carrying out such activities;

12 (3) a plan that describes the proposed use of  
13 funds for the subsequent fiscal year;

14 (4) a description of the success or failure of the  
15 implementation of the program in accordance with 1  
16 or more of the guidelines described in section 5,  
17 where appropriate; and

18 (5) any other information that the Secretary  
19 determines to be appropriate.

20 (b) REPORTS TO THE CONGRESS.—The Secretary  
21 shall annually prepare and submit to the Committee on  
22 Education and Labor of the House of Representatives and  
23 the Committee on Labor and Human Resources of the  
24 Senate a report that shall include an evaluation of the  
25 progress made in achieving the purposes of this Act.

1 **SEC. 10. AUTHORIZATION OF APPROPRIATIONS.**

2       There are authorized to be appropriated to carry out  
3 this Act \$10,000,000 for fiscal year 1995 and such sums  
4 as may be necessary for each of the fiscal years 1996  
5 through 1999.

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